

Diversity, Equity and Inclusiveness Statement

Diversity, equity, and inclusiveness (DE&I) are at the core of who we are, how we work and live our values. We are strong advocates for ensuring our practices and environment are equitable and everyone experiences a sense of belonging. We recognise that people from diverse communities face systemic barriers to participation. We seek to challenge the current system and strive for change that makes our service accessible and inclusive for all.

At The Bridge Incorporated we are committed to diversity, equity, and inclusion for all our staff, participants, and community. We encourage diversity and foster an environment that respects differences in age, ethnicity, gender, religion, sexual orientation, life stages, family responsibilities and other differences that make us all unique.

- Diversity is about our differences
- Equity is about recognising that everyone has different starting points and different needs
- Inclusiveness is about leveraging our differences



First Nations People - We are committed to amplifying the voices and experiences of First Nations People, who represent the world's oldest continuing culture. We commit to building deep, authentic, and meaningful partnerships with Aboriginal and Torres Strait Islander peoples.

We are committed to fostering a workplace environment that puts cultural sensitivity, safety, and inclusion at the forefront and which understands, values and respects Aboriginal and Torres Strait Islander peoples and culture.



Our Commitment and Principles in Practice

- We embed the principles of diversity, inclusion, and equity in all of our work and progress access and equity issues through our policy and advocacy agenda.
- We acknowledge the importance of an intersectional approach, recognising that many Australians face multiple forms of discrimination and disadvantage.
- We are committed to upholding our values of equity, diversity, and inclusion in our recruitment and workplace culture.
- We strive to make our roles and workplace accessible, culturally appropriate, and respectful of diverse needs and identities.
- We understand from time to time that this may ask of us to take special measures in our programs, policies, or services.
- We understand we have a leadership role to play in advancing inclusion as part of everything we do.
- We respect the principles of dignity and risk and supported decision making within all our service delivery models.

Other key commitments which support Diversity, Equity and Inclusiveness at The Bridge

- We are proud to have made a commitment to eradicate the risk of modern slavery through our Statement of Commitment.
- Inclusive and equitable recruitment practices.
- Providing meaningful employment opportunities for Supported Employees to be employed at The Bridge.
- Our social enterprise aims to break the cycle of disadvantage and promote social and economic participation through our blended workforce by supporting community inclusion and diversity.

